General Decision Number: AK080001 07/17/2009 AK1

Superseded General Decision Number: AK20070001

State: Alaska

Construction Types: Building and Heavy

Counties: Alaska Statewide.

BUILDING AND HEAVY CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Modification Number Publication Date

0	02/08/2008
1	02/15/2008
2	02/29/2008
3	04/04/2008
4	04/18/2008
5	05/09/2008
6	05/23/2008
7	06/06/2008
8	06/27/2008
9	08/01/2008
10	08/08/2008
11	08/15/2008
12	08/13/2008
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13	09/05/2008
14	09/19/2008
15	11/07/2008
16	01/02/2009
17	02/06/2009
18	02/27/2009
19	04/03/2009
20	04/17/2009
21	06/05/2009
22	06/26/2009
23	07/03/2009
	0770272007
24	07/17/2009

ASBE0097-001 01/01/2009

Rates Fringes

Asbestos Workers/Insulator (includes application of all insulating materials protective coverings, coatings and finishings to all types of mechanical

systems)...... \$ 34.54 13.73

ASBE0097-002 01/01/2009

Replace Well Pump (RECOVERY)
Eielson AFB AK Page 1 of 12

Rates Fringes

HAZARDOUS MATERIAL HANDLER

(includes preparation, wetting, stripping, ren	noval scrapping, v	vacuming, bagging,	and disposing of all insulation
materials, whether they contain asbestos or	not.		

from mechanical systems)....... \$ 27.45

BOIL0502-002 10/01/2008

	Rates	Fringes
BOILERMAKER	\$ 43.94	19.68

BRAK0001-002 07/01/2008

	Rates	Fringes
Bricklayer, Blocklayer, Stonemas		
Tile Setter, Terrazzo Worker	\$ 33.82	15.80
Tile & Terrazzo Finisher	\$ 28.65	15.80

CARP1243-003 07/01/2008

North of the 63rd Parallel

	Rates	Fringes
Carpenter/Lather/Drywall		
Applicator	\$ 33.30	17.85
Carpenter: Fire or Flood		
Repair Work	\$ 33.30	17.85
MILLWRIGHT	\$ 33.39	16.08

CARP1281-004 07/01/2008

SOUTH OF 63RD PARALLEL

	Rates	Fringes
Acoustical Applicator and Lather Carpenters & Drywallers MILLWRIGHT	\$ 33.30 \$ 33.30 \$ 33.39	17.23 17.23 16.08

CARP2520-003 07/01/2008

Replace Well Pump (RECOVERY)
Eielson AFB AK Page 2 of 12

Solicitation Number FA5004-09-T-C001 Attachment JA-2, Wage Determination AK1

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DEPTH PAY PREMIUM FOR DIVERS BELOW WATER SURFACE:

50-100 feet \$1.00 per foot 101 feet and deeper \$2.00 per foot

ENCLOSURE PAY PREMIUM WITH NO VERTICAL ASCENT:

5-50 FEET \$1.00 PER FOOT/DAY 51-100 FEET \$2.00 PER FOOT/DAY 101 FEET AND ABOVE \$3.00 PER FOOT/DAY

SATURATION DIVING:

The standby rate applies until saturation starts. The saturation diving rate applies when divers are under pressure continuously until work task and decompression are complete. the diver rate shall be paid for all saturation hours.

WORK IN COMBINATION OF CLASSIFICATIONS:

Employees working in any combination of classifications within the diving crew (except dive supervisor) in a shift are paid in the classification with the highest rate for that shift.

ELEC1547-004 03/30/2009

	Rates	Fringes
CABLE SPLICERElectrician;Technician	\$ 38.22 \$ 36.47	3%+\$18.15 3%+\$18.15

ELEC1547-005 04/01/2009

Line Construction

	Rates	Fringes
CABLE SPLICER	\$ 46.35	3%+\$20.65
Line Construction: (Tree Trimmer Shredder)	\$ 33.40	3%+\$20.65
Linemen (Including Equipment Operators, Technician)	\$ 44.60	3%+\$20.65

Replace Well Pump (RECOVERY)

Eielson AFB AK Page 3 of 12

Solicitation Number FA5004-09-T-C001 Attachment JA-2, Wage Determination AKI

Powderman	\$ 42.60	3%+\$20.65
TREE TRIMMER	\$ 44.60	3%+\$20.65

ELEV0019-002 01/01/2009

	Rates	Fringes
ELEVATOR MECHANIC	\$ 45.405	18.285+a+b

FOOTNOTE: a. Employer contributes 8% of the basic hourly rate for over 5 year's service and 6% of the basic hourly rate for 6 months to 5 years' of service as vacation paid credit. b. Eight paid holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Veteran's Day; Thanksgiving Day; Friday after Thanksgiving and Christmas Day

ENGI0302-002 01/01/2009

	Rates	Fringes
Power equipment operators:		
GROUP 1	\$ 36.19	15.95
GROUP 1A	\$ 37.95	15.95
GROUP 2	\$ 35.42	15.95
GROUP 3	\$ 34.70	15.95
GROUP 4	\$ 28.49	15.95
TUNNEL WORK		
GROUP 1	\$ 39.81	15.95
GROUP 1A	\$ 41.75	15.95
GROUP 2	\$ 38.96	15.95
GROUP 3	\$ 38.17	15.95
GROUP 4	\$ 31.34	15.95

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Asphalt Roller; Back Filler; Barrier Machine (Zipper); Batch Plant Operator: Batch and Mixer over 200 yds.; Beltcrete with power pack and similar conveyors; Bending Machine; Boat Coxwains; Bulldozers; Cableways, Highlines and Cablecars; Cleaning Machine; Coating Machine; Concrete Hydro Blaster; Cranes-45 tons and under or 150 foot boom and under (including jib and attachments): (a) Shovels, Backhoes, Draglines, Clamshells; Gradalls-3 yards and under; (b) Hydralifts or Transporters, all track or truck type,(c) Derricks; Crushers; Deck Winches-Double Drum; Ditching or Trenching Machine (16 inch or over); Drilling Machines, core, cable, rotary and exploration; Finishing Machine Operator, concrete paving, Laser Screed, sidewalk, curb and gutter machine; Helicopters; Hover Craft, Flex Craft, Loadmaster, Air Cushion, All Terrain Vehicle, Rollagon, Bargecable, Nodwell Sno Cat; Hydro Ax: Feller Buncher and similar; Loaders: Forklifts with power boom and swing attachment, Overhead and front end, 2 ½ yards through 5 yards, Loaders with forks or pipe clamps, Loaders, elevating belt type, Euclid and similar types; Mechanics, Bodyman; Micro Tunneling Machine; Mixers: Mobile type w/hoist combination; Motor Patrol Grader; Mucking Machines: Mole, Tunnel Drill, Horizontal/Directional Drill Operator, and/or Shield; Operator on Dredges; Piledriver Engineers, L. B. Foster, Puller or similar Paving Breaker;

Power Plant, Turbine Operator, 200 k.w. and over (power plants or combination of power units over 300 k.w.); Sauerman-Bagley; Scrapers-through 40 yards; Service Oiler/Service Engineer; Sidebooms-under 45 tons; Shot Blast Machine; Spreaders, Blaw Knox, Cedarapids, Barber Greene, Slurry Machine; Sub-grader (Gurries, C.M.I. and C.M.I. Roto Mills and similar types); Tack tractor; Truck mounted Concrete Pumps, Conveyor, Creter; Water Kote Machine; Unlicensed off road hauler; Welder; Electrical Mechanic, Camp Maintenance Engineer

GROUP 1A: Cranes-over 45 tons or 150 foot (including jib and attachments): (a) Shovels, backhoes, draglines, clamshells-over 3 yards, (b) Tower cranes; Loaders over 5 yds.; Motor Patrol Grader, Dozer, Grade Tractor (finish: when finishing to final grade and/or to hubs, or for asphalt); Power Plants: 1000 k.w. and over; Quad; Screed; Sidebooms over 45 tons; Slip Form Paver C.M.I. and similar types; Scrapers over 40 yards; Camera/Tool/Video Operator (Slipline).

GROUP 2: Batch Plant Operators: Batch and Mixer 200 yds. per hour and under; Boiler-fireman; Cement Hog and Concrete Pump Operator; Conveyors (except as listed in group 1); Hoist on steel erection; Towermobiles and Air Tuggers; Horizontal/Directional Drill Locator; Loaders, Elevating Grader, Dumor and similar; Locomotives: rod and geared engines; Mixers; Screening, Washing Plant; Sideboom (cradling rock drill regardless of size); Skidder; Trencing Machine under 16 inches.

GROUP 3: "A" Frame Trucks, Deck Winches: single power drum; Bombardier (tack or tow rig); Boring Machine; Brooms-power; Bump Cutter; Compressor; Farm tractor; Forklift, industrial type; Gin Truck or Winch Truck with poles when used for hoisting; Grade Checker and Stake Hopper; Hoist, Air Tuggers, Elevators; Loaders: (a) Elevating-Athey, Barber Green and similar types (b) Forklifts or Lumber Carrier (on construction job site) (c) Forklifts with Tower (d) Overhead and Front-end, under 2 1/2 yds. Locomotives:Dinkey (air, steam, gas and electric) Speeders; Mechanics (light duty); Mixers: Concrete Mixers and Batch 200 yds. per hour and under; Oil, Blower Distribution; Post Hole Diggers, mechanical; Pot Fireman (power agitated); Power Plant, Turbine Operator, under 300 k.w.; Pumps-water; Rig oiler/assistant engineer, over 45 ton, over 3 yards or over 150 foot boom; Roller-other than Plantmix; Saws, concrete; Straightening Machine; Tow Tractor

GROUP 4: Rig Oiler/Assistant Engineer (Advances to Group III if over 45 tons or 3 yards or 150 ft. boom); Swamper (on trenching machines or shovel type equipment); Spotter; Steam Cleaner

Fringes

FOOTNOTE: Groups 1-4 receive 10% premium while performing tunnel or underground work. Rig Oiler/Assistant Engineer shall be required on cranes over 85 tons or over 100 feet of boom.

IRON0751-003 08/01/2008

Ironworkers:	
BRIDGE, STRUCTURAL,	
ORNAMENTAL, REINFORCING	
MACHINERY MOVER, RIGGER,	
SHEETER, STAGE RIGGER,	
BENDER OPERATOR \$ 32.29	18.60
FENCE, BARRIER AND	
GUARDRAIL INSTALLERS\$ 28.79	18.35
GUARDRAIL LAYOUT MAN. \$ 29.53	18.35
HELICOPTER, TOWER \$ 33.29	18.60

Rates

LABO0341-005 07/01/2008

	Rates	Fringes	
Laborers: North of the 63 rd Parallel & East of Longitude 138 Degrees			
GROUP 1	\$ 28.24	15.20	
GROUP 2	\$ 29.14	15.20	
GROUP 3	\$ 29.94	15.20	
GROUP 3A	\$ 32.84	15.20	
GROUP 3B	\$ 33.58	15.20	
GROUP 4	\$ 19.00	15.20	
TUNNELS, SHAFTS, AND RAISES			
GROUP 1	\$ 31.10	15.20	
GROUP 2	\$ 32.09	15.20	
GROUP 3	\$ 32.96	15.20	
GROUP 3A	\$ 36.15	15.20	
GROUP 3B	\$ 36.96	15.20	
Laborers: South of the 63 rd Parallel & West of Longitude 138 Degrees			
GROUP 1	\$ 27.41	14.25	
GROUP 2	\$ 28.27	14.25	
GROUP 3	\$ 29.04	14.25	
GROUP 3A	\$ 31.82	14.25	
GROUP 3B	\$ 32.53	14.25	
GROUP 4	\$ 18.55	14.25	
TUNNELS, SHAFTS, AND RAISES			
GROUP 1	\$ 30.11	14.25	
GROUP 2	\$ 31.05	14.25	
GROUP 3	\$ 31.90	14.25	
GROUP 3A	\$ 34.95	14.25	
GROUP 3B	\$ 35.75	14.25	

LABORERS CLASSIFICATIONS

GROUP 1: Asphalt Workers (shovelman, plant crew); Brush Cutters; Camp Maintenance Laborer; Carpenter Tenders; Choke Setters, Hook Tender, Rigger, Signalman; Concrete Laborer(curb and gutter, chute handler, grouting, curing, screeding); Crusher Plant Laborer; Demolition Laborer; Ditch Diggers; Dump Man; Environmental Laborer (asbestos (limited to nonmechanical systems), hazardous and toxic waste, oil spill); Fence Installer; Fire Watch Laborer; Flagman; Form Strippers; General Laborer; Guardrail Laborer, Bridge Rail Installers; Hydro-Seeder Nozzleman; Laborers (building); Landscape or Planter; Laying of Decorative Block (retaining walls, flowered decorative block 4 feet and below); Material Handlers; Pneumatic or Power Tools; Portable or Chemical Toilet Serviceman; Pump Man or Mixer Man; Railroad Track Laborer; Sandblast, Pot Tender; Saw Tenders; Scaffold Building and Erecting; Slurry Work; Stake Hopper; Steam Point or Water Jet Operator; Steam Cleaner Operator; Tank Cleaning; Utiliwalk, Utilidor Laborer and Conduit Installer; Watchman (construction projects); Window Cleaner

GROUP 2: Burning and Cutting Torch; Cement or Lime Dumper or Handler (sack or bulk); Choker Splicer; Chucktender (wagon, airtrack and hydraulic drills); Concrete Laborers (power buggy, concrete saws, pumperete nozzleman, vibratorman); Culvert Pipe Laborer; Cured in place Pipelayer; Environmental Laborer (marine work, oil spill skimmer operator, small boat operator); Foam Gun or Foam Machine Operator; Green Cutter (dam work); Gunnite Operator; Hod Carriers; Jackhammer or Pavement Breakers (more than 45 pounds); Laying of Decorative Block (retaining walls, flowered decorative block above 4 feet); Mason Tender and Mud Mixer (sewer work); Pilot Car; Plasterer, Bricklayer and Cement Finisher Tenders; Power Saw Operator; Railroad Switch Layout Laborer; Sandblaster; Sewer Caulkers; Sewer Plant Maintenance Man; Thermal Plastic Applicator; Timber Faller, chain saw operator, filer; Timberman

GROUP 3: Alarm Installer; Bit Grinder; Guardrail Machine Operator; High Rigger and tree topper; High Scaler; Multiplate; Slurry Seal Squeegee Man

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers

GROUP 3B: Grade checker (setting or transfering of grade marks, line and grade)

GROUP 4: Final Building Cleanup

TUNNELS, SHAFTS, AND RAISES CLASSIFICATIONS

GROUP 1: Brakeman; Muckers; Nippers; Topman and Bull Gang; Tunnel Track Laborer

GROUP 2: Burning and Cutting Torch; Concrete Laborers; Jackhammers; Nozzleman, Pumpcrete or Shotcrete.

GROUP 3: Miner: Retimberman

GROUP 3A: Asphalt Raker, Asphalt Belly dump lay down; Drill Doctor (in the field); Drillers (including, but not limited to, wagon drills, air track drills; hydraulic drills); Powderman; Pioneer Drilling and Drilling Off Tugger (all type drills); Pipelayers.

GROUP 3B: Grade checker (setting or transfering of grade marks, line and grade) Tunnel shaft and raise rates only apply to workers regularly employed inside a tunnel portal or shaft collar.

Fringes

PAIN1140-004 12/01/2008

SOUTH OF THE 63RD PARALLEL

Painters:		
Brush, Roller, Sign, Paper and Vinyl, Swing Stage, Hand Taper/Drywall,		
Structural Steel, and Commercial Spray	\$ 27.18	17.22
Machine Taper/Drywall	\$ 28.38	17.22

Rates

Spray-Sand/Blast, Epoxy and Tar Applicator	\$ 28.48	17.22
PAIN1140-005 06/01/2009		
	Rates	Fringes
FLOOR LAYER: CARPET (SOF	T)	
FLOOR	\$ 29.99	12.92
PAIN1140-006 12/01/2008		
SOUTH OF THE 63RD PARALL	EL	
	Rates	Fringes
GLAZIER	\$ 30.12	17.25
PAIN1555-004 12/01/2008		
NORTH OF THE 63RD PARALL	EL	
	Rates	Fringes
PAINTER		
BRUSH, ROLLER PAINTER, WALLCOVERERSTRUCTURAL, SANDBLAST TENDER, FINISH METAL, SPRAY, BUFFER OPERATOR	T, POT	17.29
FLOORCOVERER, RADON MITIGATION, LEAD BASED PAINT ABATEMENT, HAZA MATERIAL HANDLER, TAP	RDOUS	
TEXTURING		17.29
PAIN1555-005 12/01/2008		
NORTH OF THE 63RD PARALLEL		
	Rates	Fringes
GLAZIER	\$ 31.87	16.30

Replace Well Pump (RECOVERY)
Eielson AFB AK Page 8 of 12

PLAS0867-001 02/01/2009

	Rates	Fringes
PLASTERER		
North of the 63rd parallel South of the 63rd parallel	\$ 34.04 \$ 33.79	15.65 15.65
PLAS0867-004 02/01/2009		
	Rates	Fringes
CEMENT MASON/CONCRETE	EFINISHER	
North of the 63rd parallel South of the 63rd parallel	\$ 33.54	15.65 15.65
* PLUM0262-002 07/01/2009		
East of the 141st Meridian		
	Rates	Fringes
Plumber; Steamfitter	\$ 33.77	18.62
PLUM0367-002 07/01/2008		
South of the 63rd Parallel		
	Rates	Fringes
Plumber; Steamfitter	\$ 35.58	17.12
PLUM0375-002 07/01/2008		
North of the 63rd Parallel		
	Rates	Fringes
Plumber; Steamfitter	\$ 35.54	18.32
PLUM0669-002 04/01/2008		
	Rates	Fringes

Replace Well Pump (RECOVERY)
Eielson AFB AK Page 9 of 12

SPRINKLER FITTER	\$ 41.05	16.15
ROOF0190-002 09/01/2007		•
	Rates	Fringes
ROOFER, Including Built Up, Co	mposition and Sing	gle Ply Roofs
North of the 63rd Parallel South of the 63rd Parallel		10.50 10.50
SHEE0023-003 08/01/2008		
South of the 63rd Parallel		
	Rates	Fringes
Sheet Metal Worker		16.60
SHEE0023-004 07/01/2008		•
North of the 63rd Parallel		
	Rates	Fringes
Sheet Metal Worker	\$ 39.93	17.11
TEAM0959-003 09/01/2008		-
	Rates	Fringes
TRUCK DRIVER		
GROUP 1 GROUP 1A GROUP 2 GROUP 3 GROUP 4	\$ 34.98 \$ 36.16 \$ 33.81 \$ 33.05 \$ 32.51	13.90 13.90 13.90 13.90 13.90

GROUP 1: Semi with Double Box Mixer; Dump Trucks (including rockbuggy and trucks with pups) over 40 yards up to and including 60 yards; Deltas, Commanders, Rollogans and similar equipment when pulling sleds, trailers or similar equipment; Boat Coxswain; Lowboys including attached trailers and jeeps, up to and including 12 axles; Ready-mix over 12 yards up to and including 15 yards); Water Wagon (250 Bbls and above); Tireman, Heavy Duty/Fueler

13.90

\$ 31.80

GROUP 5.....

GROUP 1A: Dump Trucks (including Rockbuggy and Trucks with pups) over 60 yards up to and including 100 yards; Jeeps (driver under load)

GROUP 2: Turn-O-Wagon or DW-10 not self-loading; All Deltas, Commanders, Rollogans, and similar equipment; Mechanics; Dump Trucks (including Rockbuggy and Trucks with pups) over 20 yards up to and including 40 yards; Lowboys including attached trailers and jeeps up to and including 8 axles; Super vac truck/cacasco truck/heat stress truck; Ready-mix over 7 yards up to and including 12 yards;

GROUP 3: Dump Trucks (including Rockbuggy and Trucks with pups) over 10 yards up to and including 20 yards; batch trucks 8 yards and up; Oil distributor drivers; Partsman; Oil Distributor Drivers; Trucks/Jeeps (push or pull); Traffic Control Technician

GROUP 4: Buggymobile; Semi or Truck and trailer; Dumpster; Tireman (light duty); Dump Trucks (including Rockbuggy and Truck with pups) up to and including 10 yards; Track Truck Equipment; Stringing Truck; Grease Truck; Flat Beds, dual rear axle; Hyster Operators (handling bulk aggregate); Lumber Carrier; Water Wagon, semi; Water Truck, dual axle; Gin Pole Truck, Winch Truck, Wrecker, Truck Mounted "A" Frame manufactured rating over 5 tons; Bull Lifts and Fork Lifts with Power Boom and Swing attachments, over 5 tons; Front End Loader with Forks; Bus Operator over 30 passengers; All Terrain Vehicles; Boom Truck/Knuckle Truck over 5 tons; Foam Distributor Truck/dual axle; Hydro-seeders, dual axle; Vacuum Trucks, Truck Vacuum Sweepers; Loadmaster (air and water); Air Cushion or similar type vehicle; Fire Truck/Ambulance Driver; Combination Truck-fuel and grease; Compactor (when pulled by rubber tired equipment); Rigger (air/water/oilfield); Ready Mix, up to and including 7 yards;

GROUP 5: Gravel Spreader Box Operator on Truck; Flat Beds, single rear axle; Boom Truck/Knuckle Truck up to and including 5 tons; Pickups (Pilot Cars and all light duty vehicles); Water Wagon (Below 250 Bbls); Gin Pole Truck, Winch Truck, Wrecker, Truck Mounted "A" Frame, manufactured rating 5 tons and under; Bull Lifts and Fork Lifts (fork lifts with power broom and swing attachments up to and including 5 tons); Buffer Truck; Tack Truck; Farm type Rubber Tired Tractor (when material handling or pulling wagons on a construction project); Foam Distributor, single axle; Hydro-Seeders, single axle; Team Drivers (horses, mules and similar equipment); Fuel Handler (station/bulk attendant); Batch Truck, up to and including 7 yards; Gear/Supply Truck; Bus Operator, Up to 30 Passengers; Rigger/Swamper

Distributor, single axle; Hydro-Seeders, single axle; Team Drivers (horses, mules and similar equipment); Fuel Handler (station/bulk attendant); Batch Truck, up to and including 7 yards; Gear/Supply Truck; Bus Operator, Up 30 Passengers; Rigger/Swamper

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29 CFR 5.5 (a) (1) (ii)).

In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to beprevailing.

WAGE DETERMINATION APPEALS PROCESS

- 1.) Has there been an initial decision in the matter? This can be:
- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations Wage and Hour Division U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board U.S. Department of Labor 200 Constitution Avenue, N.W. Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

END OF GENERAL DECISION